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NINTH PLENUM SPEECH OF HILARY CHELCHOWSKI  
ON THE TASKS FACING THE STATE FARMS IN POLAND

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[The following report of Hilary Chelchowski, Minister of State Farms, was given at the Ninth Plenum of the KC PZPR (Central Committee of the Polish United Workers' Party), held in Warsaw on 29-30 October 1953.

The report was given at the plenum as an amplification of the featured report of Premier Boleslaw Bierut, "Task of the Party in Struggle to Raise Standard of Living of Workers in Current Phase of Building Socialism." An English-language translation of Bierut's report is available in the PAP (Polish Press Agency) release of 6 November 1953, pages 1-44.]

The theses adopted at the plenum place heavy new tasks before the party and the state apparatus. One of the basic tasks is the struggle for increased agricultural production and marketability, and the acceleration of agricultural development. Since the state farms are a basic economic factor in agriculture directly in the hands of the state, they bear a great part of the responsibility for achieving these tasks.

At present state farms comprise about 12 percent of the total farmland, whereas their share in commodity production is about 15 percent. It would appear then, that state farm commodity production per hectare is about 28 percent greater than that of the remaining sectors of agriculture. State farms help the producers cooperatives and the individual peasant farms by producing selected grain seed and raising breeding stock.

Up to now, the state farms have not achieved their planned production. The principal reason is weak management and a lack of properly developed administrative methods. Our greatest weakness is the daily mass of detail which obscures the basic problems. The work of the central office is characterized largely by perfunctory and bureaucratic directives to the field offices. The result is lack of supervision, lack of discipline, and lack of responsibility for nonfulfillment of state tasks.

A defective system of wages has a hampering effect on productivity and does not promote interest in production results.

There is lack of proper organization and discipline at all levels.

A great defect is the political and organizational weakness of the supervisory cadres, the numerous errors in the selection and distribution of these cadres, and inadequate work with them.

The most important reason is the continued neglect of political indoctrination of the supervisory, engineering, and technical staffs, and workers, which results in lack of respect for socialist property and work discipline.

To achieve the tasks set before the state farms by the party and the state, the management of the state farms must change its present style and method of work. It must carry on an incessant struggle against bureaucracy in the entire apparatus. It must raise the level of responsibility and work discipline,

STAT

STAT

strengthen one-man managements, and create conditions for the development of criticism and self-criticism which will help to increase the workers' initiative in the struggle for increased production. A plan for a new organizational structure for state farms has been proposed which will help improve organization, help increase work discipline and personal responsibility, and help strengthen control over the achievement of the tasks.

To give the workers and the specialists a more material interest in production results, to improve work organization and increase work productivity, and to stabilize the administrative and technical engineering staffs and crews, the Ministry of State Farms has worked out a plan for a resolution of the presidium of the government on a new system of wages.

The main idea in this new wage system is the material interest of the worker in his contribution to production results, and the relation of his earnings to these results. This system is advantageous to the worker employed on piece work based on norms, but not in day work. This system provides for a bonus for plan fulfillment and above-plan production. Administrative and technical-engineering staffs will receive a salary supplement for higher education and seniority. The new system will correctly proportion the wages of workers employed in animal and plant production and remove a number of existing defects in the present wage system.

To improve the style and method of work with the cadres, the ministry will take more care in the choice and proper placement of personnel. It will also make an effort to increase their political and professional level and give them an assurance of advancement.

The ministry will take special care of young specialists just out of school. It will aid them in gaining practical knowledge and organizational experience. It will place those who distinguish themselves in their work in supervisory positions.

The ministry will see that the maximum number of specialists are placed immediately in production spots. It has worked out an extensive system of training centers and on-the-job training for supervisory staffs and crews, to achieve a more rapid improvement in professional and organizational qualifications.

In winter we shall organize a mass training program in agricultural fields to raise the qualifications of workers and laborers.

As one of its main tasks, the ministry will increase the political indoctrination of the supervisory and engineering staffs and the workers to raise their political morale, and to increase their feeling of responsibility for the economic level of the state farms. The ministry will show more interest in material and cultural conditions by repairing housing facilities and building new quarters for permanent and seasonal workers. It will activate existing facilities, create better and safer working conditions, and, in general, increase its consideration for the welfare of the working man and his family.

Our guarantee of fulfilling production tasks set by the party and the government lies in the political mobilization of the party cells in state farms, with the aid and under the supervision of the wojewolstwo and powiat committees, and in the strengthening and activation of the party apparatus for political work at state farms. These activities should be closely associated with the mass political work carried on among the workers by the trade unions and the ZMP (Związek Młodzieży Polskiej, Union of Polish Youth).

STAT

An important problem facing the state farms is social and political work among the women, the majority of whom are permanent workers while the rest work only during the busiest seasons.

By raising the level of political work, we shall awaken our party organizations, the management, and the crews, to difficulties and hostile activities within the state farms. By activating all the state farm workers politically and by making them conscious of the importance of production, we shall assure a greater interest in the use of machinery and Soviet methods. We can thus introduce new agrotechnical and zootechnical techniques, such as rational crop rotation of field grasses, and create highly productive brigades and cells.

To assure a permanent fodder base and increased livestock productivity, we shall accelerate exploitation of fields and meadows and set up grass belts on the farms, increase the area sown and productivity of fodder crops (root crops as well as legumes), promote rational feeding and interest in animal care, and combat livestock loss from accidents and sterility.

To assure increased crops in all agriculture, the ministry will give more care to plant breeding stations and seed farms. We shall allocate more experts and equipment to these farms; we shall improve controls and operations to increase the seed assortment, to improve their quality, and to send them to the producers cooperatives and individual peasant farms on schedule.

With this collective effort and with daily aid and supervision, we should be able to achieve the tasks which the party and the government have set before the state farms.

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